

KCEN-TV & KAGS-LD EEO PUBLIC FILE REPORT

April 1, 2012 – March 31, 2013¹

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

| Job Title | Recruitment Sources (“RS”) Used to Fill Vacancy | RS Referring Hiree |
|--|---|--------------------|
| Multi-Media Journalist | 1-6, 9, 11, 13, 15-16, 22-23, 25-35, 38 | 4 |
| Account Executive | 1-5, 9, 11, 13, 24, 26 | 26 |
| Account Executive | 1-5, 9, 11, 13, 24, 26 | 26 |
| Anchor/Reporter | 1-6, 9, 11, 13, 15-16, 21-24, 26-35, 38 | 21 |
| Web Producer | 1-5, 9-16, 24-35, 38 | 26 |
| Morning Show Producer | 1-6, 9, 11, 13, 15-16, 22-23, 26, 28-35, 38-40 | 4 |
| Creative Assistant/Photographer/Editor | 1-6, 9-11, 13, 15-16, 22-35, 38-40 | 26 |
| Business Manager | 1-5, 7-11, 13, 15, 19, 22-23, 25-35, 38-40 | 8 |
| Photojournalist | 1-6, 9-11, 13, 15-16, 22-23, 25-35, 38-40 | 1 |
| Photojournalist | 1-6, 9-11, 13, 15-16, 22-23, 25-35, 38-40 | 4 |
| Photojournalist | 1-6, 9-11, 13, 15-16, 22-23, 25-35, 38-40 | 5 |
| Creative Assistant/Photographer/Editor | 1-6, 9-11, 13, 15-16, 22-23, 26-35, 38-40 | 5 |
| Sports Anchor/Reporter | 1-6, 9, 11, 13, 15-16, 22-23, 25-35, 38-40 | 4 |
| Weekend Meteorologist | 1-6, 9, 11, 13, 15-16, 22-23, 25-35, 38-40 | 4 |
| Webmaster / Internet Sales | 1-5, 9-16, 22-23, 25-35, 38-40 | 22 |
| Engineering / Master Control | 1-6, 9-11, 13-16, 22-23, 25-35, 38-40 | 22 |
| Sports Anchor/Reporter | 1-6, 9-11, 13, 15-16, 22-23, 25-35, 38-40 | 1 |
| Photojournalist | 1-6, 9, 11, 13, 15-16, 22-23, 25-35, 38-40 | 4 |
| Morning Show Anchor | 1-6, 9, 11, 13, 15-16, 22-23, 26-35, 38-40 | 26 |
| Morning Show Producer | 1-6, 9, 11, 13, 15-16, 22-23, 25-35, 38-40 | 5 |
| Editor | 1-5, 9-11, 13, 15-16, 22-35, 38-40 | 1 |
| Account Executive | 1-5, 9, 11, 13, 15, 20, 26-28, 30-37, 40 | 20 |
| Graphic Artist/Chyron Operator | 1-6, 9-16, 22-35, 38-40 | 22 |
| Station Manager | 1-5, 9-11, 13, 15-16, 22-35, 38-40 | 22 |
| Reporter/Producer | 1-6, 9, 11, 13, 15-16, 23, 26, 28-35, 38-40 | 4 |

¹ This report reflects recruitment activity beginning March 22, 2012 through March 21, 2013.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSLS”)

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 1 | KCEN Website www.kcentv.com | N | 9 |
| 2 | London Broadcasting Company Corporate Website www.londonbroadcastingcompany.com | N | 0 |
| 3 | Internal Posting (Station’s Bulletin Board) | N | 1 |
| 4 | Broadcast Employment Services www.tvjobs.com | N | 24 |
| 5 | Texas Association of Broadcasters www.tab.org | N | 5 |
| 6 | Medialine www.medialine.com | N | 8 |
| 7 | Waco Tribune Herald PO Box 2588 Waco, TX 76702 Contact: Grace Allen Phone : 254-757-5757 | N | 0 |
| 8 | Temple Daily Telegram 10 South 3rd St Temple, TX 76501 Contact: Jane Moon Phone : 254-778-4444 Email : janerm@tdtnews.com | N | 3 |
| 9 | Texas Workforce Commission www.workintexas.com | N | 3 |
| 10 | Texas State Technical College 3801 Campus Dr Waco, TX 76705 Contact: Rob Wolaver Phone : 1-800-792-8784 www.waco.tstc.edu | N | 0 |
| 11 | University of Mary Hardin-Baylor 900 College St Belton, TX 76513 Contact: Don Owens Phone : 254-295-8642 Fax : 254-295-4710 www.careerservices.umhb.edu/employer | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|----------------------|---|--|---|
| 12 | Temple College Career Services 2600 S 1 st St Temple, TX 76504 Phone: 254-298-8282 Fax: 254-298-8277 Email: Randy.Baca@Templejc.edu | N | 0 |
| 13 | Baylor University Career Services One Bear Place #97036 Waco, TX 76798 Phone: 254-710-3771 Fax: 254-710-3770 Email: hireabear@baylor.edu www.baylor.edu/cpd | N | 0 |
| 14 | Central Texas College Bldg 111, Rm 208 PO Box 1800 Killeen, TX 76540 Phone: 254-526-1106, ext 1702 Fax: 254-526-1480 www.ctc.tcobl.com | N | 0 |
| 15 | University of Texas Career Services 1 University Station A0901 CMA3-102 Austin, TX 78712-0110 Contact: Christina Worle Phone: 512-471-9421 Fax: 512-232-1722 www.myinterfase.com/utccs/employer/home.aspx | N | 1 |
| 16 | Connecticut School of Broadcasting 9600 Great Hills Trl, Ste #200 E Austin, TX 78759 Contact: Randy Ahrens Phone: 512-340-1420 Email : csbaustin@gocsb.com | N | 0 |
| 17 | Collective Talent 1721 W Richardson Pl Tampa, FL 33606 Contact: Michael Bille Phone: 813-254-9695 www.collectivetalent.com | N | 0 |
| 18 | b-roll.net television photography 1623 D St NE Washington, DC 20002 Contact: Kevin Johnson Phone: 202-470-5396 Fax: 270-837-3491 www.b-roll.net | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|----------------------|--|--|---|
| 19 | Killeen Daily Herald PO Box 1300 Killeen, TX 76540-1300 Phone: 254-634-2125 | N | 0 |
| 20 | The Bryan Eagle 1729 Briarcrest Dr Bryan, TX 77802 Contact: Brenda Garcia Phone: 979-776-4444 Fax: 979-774-0547 Email: Brenda.Garcia@theeagle.com | N | 1 |
| 21 | Broadcast Image Group 7744 Broadway, Ste 100 San Antonio, TX 78209 Phone: 210-828-6664 Fax: 210-828-6225 | N | 2 |
| 22 | Internal Transfer/Promotion | N | 4 |
| 23 | Walk-In/Self-Referral | N | 2 |
| 24 | Temple College Job Fair 2600 South First Street Temple, TX 76504 Contact: Scott McKay Phone: 254-200-2037 Email: scottm@workforcelink.com | N | 0 |
| 25 | Texas A&M University Career Center 209 Koldus, 1233 TAMU College Station, TX 77843 Phone: 979-845-5139 Fax: 979-845-2979 Email webmaster: careercenter.tamu.edu www.hireaggies.com | N | 0 |
| 26 | Word-of-Mouth Referral | N | 13 |
| 27 | Abilene Christian University ACU Box 27914 Abilene, TX 79699 Phone: 325-674-6540 www.acu.edu/careerlink | N | 0 |
| 28 | Dallas Black Chamber of Commerce 2838 MLK Jr. Blvd Dallas, TX 75215 Contact: Reginal Gates Phone: 214-421-5200 Fax: 214-421-5510 | N | 0 |
| 29 | Fort Worth Hispanic Chamber of Commerce 1327 N. Main St Fort Worth, TX 76106 Contact: Rosa Navejar Phone: 817-625-5411 Fax: 817-625-1405 | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 30 | Hill College 112 Lamar Dr Hillsboro, TX 76645 Contact: William Auvenshine Phone: 254-659-7658 Email: careerservices@hillcollege.edu | N | 0 |
| 31 | Houston NAACP 2002 Wheeler Houston, TX 77004 Contact: EEO Officer Phone: 713-526-3389 Fax: 713-630-2699 | N | 0 |
| 32 | The Hispanic Chamber of Commerce 823 Congress Ave, Ste 1330 Austin, TX 78701 Contact: Claudia Olivares Phone: 512-476-7502 Fax: 512-476-6417 | N | 0 |
| 33 | Central TX Hispanic Chamber of Commerce 501 Franklin Ave, Ste 806 Waco, TX 76701 Contact: Sonia Fuentes Phone: 254-754-7111 Fax: 254-754-3456 Email: sonia@wacohispanicchamber.com | N | 0 |
| 34 | LULAC Central TX PO Box 3296 Temple, TX 76507 Contact: David A Martinez Phone: 254-931-0826 Email: tacomart49@yahoo.com | N | 0 |
| 35 | Temple NAACP PO Box 3296 Temple, TX 76507 Contact: William Leak Phone: 254-778-2909 Email: Vleak97177@aol.com | N | 0 |
| 36 | TVNews Check News Check Media LLC PO Box 565 Chatham, NJ 07928 Contact: Phil Kirk / Sales Manager Phone: 516-674-4914 Fax: 610-896-1858 Email: pkirk@newscheckmedia.com www.TVNewscheck.com | N | 0 |
| 37 | Broadcasting & Cable 28 E. 28 th St, 12th Floor New York, NY 10016 Contact: Zahra Majma Phone: 212-378-0400, ext 517 Email: zmajma@nbmedia.com | N | 0 |

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|---|--|--|---|
| 38 | Texas Christian University PO Box 32930 Fort Worth, TX 76129 Contact: Anatha Babbili Phone: 817-921-7425 Fax: 817-921-7133 www.acu.csm.symplicity.com/employers | N | 0 |
| 39 | Texas State University 601 University Dr San Marcos, TX 78666 Contact: Allison Birk Phone: 512-245-2645 Fax: 512-245-3933 Email: abirk@txstate.edu www.careerservices.txstate.edu | N | 0 |
| 40 | American Broadcasting School 712 N. Watson Road, Ste 200 Arlington, TX 76011 Contact: Michelle McConnell Phone: 817-695-2474 Fax: 817-695-2838 Email: michelle@radioschool.com | N | 0 |
| 41 | LinkedIn www.linkedin.com | N | 0 |
| 42 | Hiring Our Heroes U.S. Chamber of Commerce Foundation 1615 H St NW Washington, DC 20062 Contract: Marady Leary Email: hiringourheroes@uschamber.com www.uschamber.com/hiringourheroe | N | 0 |
| 43 | TABCareer Expo Texas State University 601 University Dr San Marcos, TX 78666 Contact: Karen Julian Phone: 512-245-2645 Email: careerevents@txstate.edu | N | 0 |
| TOTAL INTERVIEWEES OVER REPORTING PERIOD | | | 76 |

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III. RECRUITMENT INITIATIVES

| | Type of Recruitment Initiative | Brief Description of Activity and Scope of Broadcaster's Participation |
|---|---|--|
| 1 | Participate in Job Fair | On April 11, 2012, the SEU participated in the Spring Job Fair at Temple College in Temple, TX. This job fair was open to the community. Station participants included our HR Manager, who distributed information about the station, job opportunities, and application procedures. Further, the station donated air time, running spots to promote the job fair |
| 2 | Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting | On April 20, 2012, the SEU hosted a tour of our station facilities for students from Killeen High School's International Baccalaureate Film Classes in Killeen, TX. Our General Manager spoke to the group about the station, careers in broadcasting, educational requirements, and the excitement of working in television. During the tour, station staff members talked to the students about the news operations, commercial production, and weather center operations. A question and answer period followed the tour. |
| 3 | Host event/program event/program sponsored by or on behalf of an a community organization relating to careers in broadcasting | On May 10, 2012, the SEU hosted a tour of our facilities for Harker Heights Junior High and High School Girl Scouts from Harker Heights, TX. Our Chief Meteorologist spoke to the group about careers in meteorology, discussed weather center operations, and answered student's questions. During the tour, educational requirements, job responsibilities, and employment opportunities in broadcasting were also presented. |
| 4 | Training program designed to enable personnel to acquire skills that could qualify them for higher-level positions | From May 23, 2012 through June 30, 2012, our Business Manager provided advanced accounting and business office skills training to our accounting assistant. Training was provided in general ledger, payroll and human resources processes and procedures. This training has allowed the accounting assistant to take responsibility for more tasks and play a more active role in providing business office support. |

| | Type of Recruitment Initiative | Brief Description of Activity and Scope of Broadcaster's Participation |
|----|--|---|
| 5 | Host event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting | <p>The SEU hosted a Job Shadowing Program for students interested in a career in meteorology from College Station Independent School District in College Station, TX. One of our meteorologists mentored 4 students who shadowed him to gain firsthand knowledge about weather center operations in television.</p> <ul style="list-style-type: none"> - An 8th grade student from A&M Consolidated Middle School shadowed June 4 through June 8, 2012 - A 9th grade student from College Station High School shadowed June 11 through June 15, 2012 - A 7th grade student from A&M Consolidated Middle School shadowed June 18 through June 22, 2012 - A 9th grade student from A&M Consolidated Middle School shadowed June 24 through June 27, 2012. |
| 6 | Participate in Job Fair | On November 1, 2012, the SEU participated in the Fall Job Fair at Temple College in Temple, TX. This job fair was open to the community. Station participants included our HR Manager, who distributed information about the station, job opportunities and application procedures. Further, the station donated air time, running spots to promote the job fair. |
| 7 | Participate in Job Fair | On November 15, 2012, the SEU participated in the "Red, White & You!" Veterans Job Fair in Waco, TX sponsored by the Texas Workforce Commission and the Texas Veterans Association. The purpose of this job fair was to help provide opportunities for employment to military veterans in the Texas workforce. Station participants included our HR Manager, who distributed information about the station, job opportunities and application procedures. Further, the station donated air time, running spots to promote the job fair. |
| 8 | Management-level training regarding equal employment opportunity and preventing discrimination | On February 20, 2013, the SEU's Business Manager attended a Texas Association of Broadcasters-sponsored webinar entitled "EEO Reports in License Renewal and Beyond." The Webinar covered the FCC's equal employment opportunity rules, outreach activities, recordkeeping, and reporting and filing requirements. |
| 9 | Participate in event/program sponsored by or on behalf of an educational institution relating to careers in broadcasting | On February 20, 2013, the SEU participated in the McGregor High School Career Day in McGregor, TX. One of our News Anchors spoke about careers in broadcasting to high school students interested in television and film career paths. |
| 10 | Participate in Job Fair | On March 5, 2013, the SEU participated in the Texas Association of Broadcasters Career Expo at Texas State University in San Marcos, TX. Station participants included our HR Manager, who distributed information about the station, job opportunities, and application procedures. |

| | Type of Recruitment Initiative | Brief Description of Activity and Scope of Broadcaster's Participation |
|----|--------------------------------|--|
| 11 | Participate in Job Fair | On March 21, 2013, the SEU participated in the Military Spouse Employment Program Hiring Fair and Career Forum in Fort Hood, TX. Station participants included our HR Manager and Local Sales Manager, who distributed information about the station, job opportunities, and application procedures. |